

Future *Results!*

- A Justice Virtual University.
- A DOJ-wide Unified Financial Management System.
- The first Grant Management System to support a fully automated, end-to-end grant management life cycle.
- A comprehensive national Law Enforcement Information Sharing Program.

What Our Employees Say About Performance- Oriented Management



"Performance . . . can't be ignored."

"Difficult goals can be rewarding."

"Employees deserve to know what is expected of them . . . what their managers will do to help them achieve their goals."

"Tying performance to results opens communication between managers and employees."

"The PMA . . . causes us to think about what we should be doing and how we can do it better."

Results!

President's Management Agenda

- Strategic Management of Human Capital
- Competitive Sourcing
- Improved Financial Performance
- Expanded Electronic Government
- Budget and Performance Integration
- Faith-Based and Community Initiative

Attorney General's 10 Management Goals

- Develop Performance-Based, Mission-Focused Leadership
- Streamline, Eliminate, or Consolidate Duplicative Functions
- Focus Resources on Front-Line Positions
- Reform the Federal Bureau of Investigation
- Restructure INS and Executive Office for Immigration Review
- Restructure OJP and Reform Grant Management
- Coordinate Internal and External Communications and Outreach
- Improve Departmentwide Financial Performance
- Strengthen Hiring, Training, and Diversity Policies
- Utilize Technology to Improve Government

Results!

MANAGING THE MISSION AT DOJ



HIGHLIGHTS

For more details and information,
log on to: www.usdoj.gov/jmd/results.htm

United States Department of Justice
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Results!

Matter



The terrorist attacks of September 11 raised the stakes of responsible management at DOJ. Good management became more than a civic duty -- it became a powerful weapon against the enemy. This

brochure highlights some major activities since that day.

Since 9/11, our strategic goals have reflected the new emphasis in our mission:

- Prevent Terrorism and Promote the Nation's Security
- Enforce Federal Laws and Represent the Rights and Interests of the American People
- Assist State, Local, and Tribal Efforts to Prevent or Reduce Crime and Violence
- Ensure the Fair and Efficient Operation of the Federal Justice System.

New Tools for Getting *Results!*

Two initiatives form the basis for managing the DOJ mission. The first of these, the *President's Management Agenda*, introduced a "bold new strategy for improving the management and performance of the federal government." The second, the Attorney General's *10 Management Goals*, recognized that "a new mission requires a new way of doing business," and presented strategies "that reflect the changed priorities of the Department...."

The elements of these two initiatives are found on the back page of this brochure. Together, they have led to notable management and operational achievements.

Managing for

Results!

- Transferred ATF into DOJ; transferred INS, NIPC, and ODP to the Department of Homeland Security.
- Increased the number of special agents assigned to terrorism matters by 111 percent since September 11.
- Restructured the Office of Justice Programs, creating a separate Office on Violence Against Women.
- Reduced the EOIR pending caseload from more than 60,000 cases to just over 33,000.
- Developed a workforce planning model and succession planning strategy.
- Completed the FBI vehicle maintenance function, saving an estimated \$11.5 million over 5 years.
- Reduced interest penalties charged to DOJ by 73 percent, or \$4.3 million; received \$5 million from charge card rebates.
- Booked nearly 308,000 subjects and responded to 685,000 inquiries through the enhanced Joint Automated Booking System.
- Notified crime victims of more than 2 million case-related activities during the first 8 months of FY 2004.
- Eliminated processing of millions of pieces of paper in OJP's grant management system through the e-Government initiative.
- Linked planning, budgeting, and performance in our planning and budgeting cycle.
- Aligned the DOJ Strategic Plan with the DOJ budget structure.
- Launched several pilot programs to advance the partnership between Faith-based and Community-based organizations with federal, state, and local governments.
- Redirected approximately \$1.2 billion in management cost savings or avoidance over the past two fiscal years to counterterrorism efforts.



Getting Mission

Results!

Terrorism

- Dismantled terrorist cells in Detroit, Seattle, Portland, Tampa, Northern Virginia, and Buffalo.
- Disrupted weapons procurement plots in Miami, San Diego, Newark, and Houston.
- Shut down terrorist-affiliated charities in Chicago, Dallas, and Syracuse.
- Charged 310 individuals and secured convictions or guilty pleas from 179 of them.

Violent Crime

- Contributed to a 30-year low in violent crime.
- Saw a 4.2 percent decrease in violent crime from CY 2003 compared to CY 2002, itself nearly one percent less than CY 2001.
- Prosecuted 68 percent more federal gun-crime charges over 3 years.
- Between 2002 and 2003, charged 23 percent more defendants with federal gun crimes.
- Saw 72 percent of federal offenders in FY 2003 sentenced to prison terms greater than three years, and 93 percent to some prison time.
- Cleared 13 percent more felony fugitives in FY 03 than FY 02.
- Dismantled 50 percent more Priority Drug Trafficking Organizations in FY 03 than FY 02.

Litigation

- Collected more than \$200 million in civil penalties from polluters in FY 2003.
- Collected \$2.1 billion from fraud investigations.
- Since July 2002, filed over 400 cases involving corporate crime, charged more than 900 defendants and over 60 corporate CEOs and presidents, and obtained over 500 corporate fraud convictions or guilty pleas.

In the Community

- In September of 2003, saw the recovery of the 100th abducted child through the Amber Alert program.
- Achieved a 25 percent reduction of hate crimes in 2003.